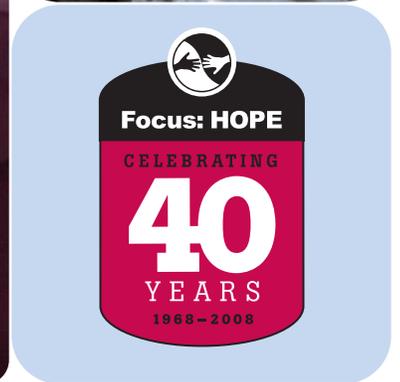




Focus: HOPE
Celebrating Diversity Since 1968

REPORT TO THE STATE OF MICHIGAN
Fiscal Year 2007 Funding



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

Submitted to the
Michigan Legislature and
the Michigan Department of
Labor and Economic Growth





Focus: HOPE

Celebrating Diversity Since 1968

January 30, 2008

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 Fiscal Year 2007 Report to the State of Michigan. With your support, Focus: HOPE has sustained its commitment to investing in Michigan's workforce infrastructure through the rigorous education of men and women in advanced technologies. At a time when Michigan's unemployment rate continues to be of concern and current research highlights the need to increase the educational, technical and professional skills of our workforce, our programs are more critical than ever.

Focus: HOPE continues to be a resource to government agencies as policymakers work to respond to critical workforce issues. As such, Focus: HOPE continues to partner 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. At the federal, state, and local levels, Focus: HOPE is actively working to help move the economy forward. 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. As a testament to the value of our workforce development programs, Focus: HOPE's excellent placement rates demonstrate the competitiveness of our graduates to a wide variety of area businesses.

These are just a few of the activities we have undertaken to pursue our mission of engaging in intelligent and practical action to overcome racism, poverty and injustice. With passion, persistence and partnership, Focus: HOPE continues to contribute to the good of this great State and its citizens.

Sincerely,

Timothy M. Duperron
Interim Chief Executive Officer

Focus: HOPE

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

FOCUS: HOPE
REPORT TO THE STATE OF MICHIGAN
FISCAL YEAR 2007

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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 21st 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.



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 215 individuals in Fiscal Year 2007. Since its inception the program has graduated over 2,285 machinists. Starting wages average \$12.00 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.

FAST TRACK

Focus: HOPE's competency-based pathway requires incoming students to have a high school diploma or GED and to functionally test into the offered programs by the organization. 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 programs.

For these students, Focus: HOPE started the Fast Track program in 1989 to raise math skill levels from 5th grade to a minimum of 9th grade and reading skill levels from 8th grade to a minimum of 9th grade. With student commitment, the Fast Track program is designed to raise reading skill levels by two grades within six weeks and math skill levels by two grades within eight weeks.

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 "4 A's" of "Attendance, Academics, Attitude, and Appearance". These elements prepare students for the expectations of a professional work environment. In order to address the wide range of obstacles that students face, they have access to an array of counseling, testing, career preparation, financial, and other social services on Focus: HOPE's mandatory drug-free campus.

For Fiscal Year 2007, enrollment in the Fast Track program was 331 students. To date, over 6,300 students have participated in Fast Track, and the highly-successful program has been imitated 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 may continue on to advanced job training at Focus: HOPE or at another postsecondary educational institution, or move directly to employment.

CENTER FOR ADVANCED TECHNOLOGIES

Opened in 1993, the Center for Advanced Technologies (CAT) integrates hands-on manufacturing training and academic learning within a state-of-the-art production setting and educates advanced manufacturing engineers at world-competitive levels. Focus: HOPE partnered with five universities and six industry partners (formerly known as the Greenfield Coalition) to design this unique 21st century curriculum resulting in a student receiving an associate degree in manufacturing engineering technology (offered by Lawrence Technological University) or a bachelor's degree in

engineering technology or manufacturing engineering (offered by Wayne State University and University of Detroit Mercy, respectively).

The CAT enrolled 118 students (known as Candidates) in Fiscal Year 2007, 97% of whom are African-American. Through a rigorous program in which students get both work experience and academic course work, this renaissance engineering program produces highly-skilled engineers with strong analytical and problem-solving skills. Because of the CAT's unique educational pedagogy, last year's average starting salary of a Focus: HOPE bachelor degree graduate was \$55,000. This salary is slightly higher than the national average because of the real world, hands-on experience our graduates possess as compared to other university graduates.



RESEARCH AND DEVELOPMENT

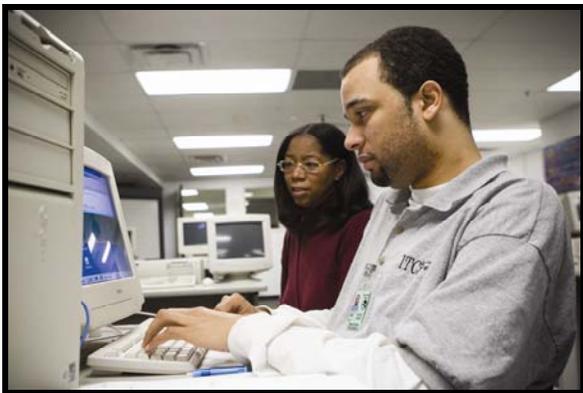
For eight years, Focus: HOPE worked closely with the U.S. Army Tank-automotive and Armaments Command (TACOM) and its National Automotive Center (NAC), headquartered in Warren, MI, to develop the highly renowned Mobile Parts Hospital (MPH) for the creation of spare and repair parts at the military point of need. In 2006, the MPH project moved from an experimental R & D initiative to a fully embedded Army operations program. Currently, the organization is involved in several R & D projects for the Department of Defense. These activities, typically reserved for graduate-level students (at other institutions), provide engineering degree candidates with an unparalleled opportunity to experience, collaborate on, and develop new technologies and methodologies of the highest national significance.

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 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 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 will demonstrate the feasibility and cost-effectiveness of depositing high wear-resistant hard metal such as Tungsten carbide over high-cost steel and aluminum Navy components.

By combining and integrating several labor, equipment, cost, and time-intensive processes into a single automated manufacturing system, Focus: HOPE and its partners have provided a tool for the revitalization of efficient and cost-effective manufacturing that will help the state and the nation compete successfully with the rest of the world and create new, lower-cost manufacturing opportunities in America.



INFORMATION TECHNOLOGIES CENTER

Established in 1999, the Information Technologies Center (ITC) currently provides a broad range of industry-certified training programs in network, desktop and server administration. The extensive curriculum includes classroom and lab assignments in 26-53 week long programs. The ITC is providing minorities and women, in particular, access to high paying careers in

information technology which continues to change how we work, learn and play.

323 individuals were enrolled in the ITC's programs in Fiscal Year 2007 and current 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 partnership with Wayne State University, Focus: HOPE initiated a state-of-the-art bachelor degree program in Information Management & Systems Engineering in 2007.



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.



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, 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 over 5,800 children. Enrollment in Fiscal Year 2007 was 188 children.

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 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.

In 2006, 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 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, and the new "Cool Cities" park is under construction. In 2007, Focus: HOPE was awarded \$150,000 from Wayne County for pre-development, including land acquisition, in the "Oakman East" target service area.



Through its subsidiary, Focus: HOPE Revitalization, Focus: HOPE received a \$200,000 grant from the U.S. Environmental Protection Agency (EPA), and \$350,000 from the City of Detroit (a portion of which was a grant, and a portion of which was a loan), to clean up and demolish a vacant 80,000 square foot industrial building in the target area, which had been a blighting influence on the neighborhood for many years. As a result of this work, Focus: HOPE Revitalization was one of five such organizations recognized by Region V of the U.S. EPA in honor of its work as a leader in the brownfields 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 in 2005, a radical landscape transformation in

2006, and a new basketball court in 2007. For the first time in decades, the park hosted a volunteer-driven summer program for neighborhood children in 2006, and continued this successful program in 2007. In addition to this park, a small community pocket park has also been installed in the heart of the Focus: HOPE campus where buildings were destroyed by the devastating tornado of 1997.

In September 2007, the Detroit Local Initiatives Support Corporation (LISC) and Community Development Advocates of Detroit (CDAD) awarded Focus: HOPE with the 2007 Partner Award for its work in fostering collaborations within the community. Focus: HOPE is a lead agency in the Central Woodward Communities Collaborative, one of LISC's Neighborhoods NOW neighborhoods in Detroit, which includes the Focus: HOPE target area. Focus: HOPE is serving as the champion organization for the Crime and Safety Initiative and the Workforce Development Initiative for LISC's Central Woodward Collaborative.



COMMUNITY ARTS

Founded in 1995, the Community Arts department provides arts-based youth development programs and cultural diversity workshops specifically geared toward teen populations. Programs nurture interest in the importance of education; cultivate hope and self-excellence; develop leadership skills; and encourage an understanding of multiculturalism and its importance in our daily lives, a goal which is at the heart of the organization's mission.

Programs include *Focus on the Mission*, which challenges Detroit metropolitan teens to address the role of diversity in our society and their own lives; *EXCEL*, an after-school program, funded by the Skillman Foundation, that provides long-term education in photography guided by professional photography mentors; and the *Pen Pal Program*, a literacy and

multicultural performing arts program pairing Detroit and suburban third-graders as pen pals.

The department also coordinates year-round art exhibits featuring local artists of all ages and cultures in the Focus: HOPE Gallery and a program of traveling art/photographic exhibitions for area venues. Additionally, the department presents concerts in the Focus: HOPE Park that bring together community members from the tri-county area. Future initiatives include a partnership with Detroit YMCA to create multicultural youth development programs in graphic arts and documentary film-making. Focus: HOPE recognizes that arts-based youth development programs provide students with an outlet to grow 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 audiences, including school and youth service groups, churches, businesses, civic clubs, donors, and fulfillers of court-ordered community service.

FOCUS: HOPE COMPANIES

Focus: HOPE Companies is a wholly-owned for-profit subsidiary of Focus: HOPE. It has received Historically Underutilized Business Zone (HUBZone) designation

from the U.S. Small Business Administration, which makes it eligible to bid on certain government contracts that are specifically set aside for HUBZone entities. Focus: HOPE Companies is involved in precision manufacturing. All of its profits funnel back into Focus: HOPE which, in turn, uses them to support its many programs supporting the community.

FOCUS: HOPE ENTERPRISES, LLC

Focus: HOPE Enterprises, LLC, is a joint venture between Hollingsworth Enterprises and Focus: HOPE Innovations, a wholly-owned for-profit subsidiary of Focus: HOPE. Focus: HOPE Enterprises is a for-profit company that provides warehousing services to industry. Focus: HOPE Enterprises has been designated as a minority business enterprise by the Michigan Minority Business Development Council.



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.

In 2007, despite the economic challenges that faced the nation, the state, and the region, Focus: HOPE continued to “do more with less” 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 these offerings (such as with the new Information Management & Systems Engineering degree program).

As Focus: HOPE celebrates the 40th anniversary of its founding, it looks forward to another year of progress to meet the endemic challenges brought about by poverty,

racism and injustice. Important partnerships with industry, government and foundations are being strengthened in order to continue attracting and leveraging the critical funding streams necessary to sustain the organization and its future ability to serve the community. Through a long term campaign, funding is being sought for an endowment, scholarships, capital investments, new program initiatives, debt reduction, and program operations and support. Among the developments on the horizon in 2008 are 40th anniversary celebration events and the naming of a new Chief Executive Officer to lead the organization into the future.

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.



Focus: HOPE

Celebrating Diversity Since 1968

PROGRAM REPORT **Fiscal Year 2007**

INTRODUCTION

For well over 10 years, 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 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 its past year's successes, as well as to provide a sense of plans for the future. The initial sections of this Program Report present a Fiscal Year 2007 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 programs that received funding from the State of Michigan in Fiscal Year 2007 are the Focus: HOPE 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 21st 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 students work, study, and earn university degrees and highly-prized and recognized industry certifications while receiving hands-on experience.

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 2007, 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 CENTER FOR ADVANCED TECHNOLOGIES

Background: Focus: HOPE's Center for Advanced Technologies (CAT) is a unique engineering education program that integrates hands-on skill mastery and interdisciplinary engineering knowledge within an applications context. The CAT had its grand opening in 1993. It 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, with high level government policy and think tank reports enumerating 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." Engineering students (known as "Candidates") pursue their engineering education within an environment of actual production and research and development contracts. Candidates learn the expert use of advanced technologies, such as the operation of Computer Numerically Controlled (CNC) equipment, which is required by industry for 21st century global competition.



Three university partners – Lawrence Technological University, Wayne State University, and University of Detroit Mercy – award the associate and bachelor degrees in manufacturing engineering technology and manufacturing engineering. These and other affiliate academic partners helped to establish the program and its curriculum, formerly known as the "Greenfield Coalition," and included Lehigh University, Michigan State University, the University of Michigan, Ohio State University and others. Partial support for the initial curriculum and development of university-level computer-based learning tools for engineering came from the National Science Foundation (NSF) over a 10-year period, ending in Fiscal Year 2004, and resulted in over \$30 million brought into the State of Michigan and its universities for the work at

Focus: HOPE. Beginning in 2007, Focus: HOPE began placing some students who had obtained their associate degree in manufacturing engineering technology (through Focus: HOPE and Lawrence Technological University) at the College of Engineering at the University of Michigan – Ann Arbor, where they have the opportunity to pursue a broader array of engineering degrees, such as materials sciences and nuclear engineering.

The CAT Model of Experiential Learning – a Teaching Hospital for Manufacturing Engineers: This internationally-recognized program provides a cutting edge leadership model for engineering education. Strong partnerships with industry, academia, government, foundations, and others provide continuing support, direction and focus. Candidates in the CAT earn their engineering degrees by integrating actual experiential knowledge with rigorous academic studies.

Candidates develop as engineers by integrating academic work and real experience. In order to provide Candidates with the means to support themselves and their families during their tuition-free degree studies, they work eight hours/day, Monday through Friday, on Focus: HOPE's campus and the sites of partner companies, on manufacturing and research and development contracts, earning hourly wages, while carrying a mandated minimum course load of six credit hours (to be raised to 12 credit hours in 2008).

The academic curriculum addresses such learning modules as: fundamentals of machine operations, tool geometry, process planning, time studies, process estimating, cutting fluids, non-traditional tools, mechanics of chip formation, chip morphology, forces/energy, thermal performance, machining economics, and many other required areas.

Focus: HOPE continues to grow its research and development and direct contract activities with the U.S. Department of Defense and others. The support that these contracts provide is paramount to the CAT and also representative of Focus: HOPE's strong partnerships. These activities continue to provide unprecedented opportunity for students to be exposed to cutting edge manufacturing innovation and experience at the undergraduate level and are described in greater

detail in the Research and Development section which follows.

As will be described in greater detail later in this report, the CAT candidates spend semesters working for a variety of industry partners, where they gain valuable on-the-job experience. Others are engaged in projects in the learning labs and still others rotate through a series of work assignments throughout the 40-acre campus of Focus: HOPE, e.g., in the departments of advancement and external affairs, education administration, and student services. For Fiscal Year 2007, 118 Candidates were enrolled in the CAT. To date, 144 students have received associate degrees and 58 have received their bachelor degrees.

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.

Experiential Learning: In 2006, the experiential learning program was expanded into non-production areas of Focus: HOPE and into external manufacturing production in the engineering and business environments of corporate partners (described in the "External Rotations" section below). Another critical area of expansion of the experiential learning model will be the development of Learning Laboratories in collaboration with our partner universities that will enable Candidates to use cutting edge manufacturing engineering technology in hands-on learning experiences. The theory taught in the classroom is reinforced and applied in a real-world manufacturing environment, allowing Candidates to drive the curve of innovation instead of being left behind. All instruction is based on the learning theories used to develop the Greenfield Coalition coursework that is currently utilized in the CAT education program. There are currently four learning labs training modules underway: Coordinate Measuring Machine (CMM) applications; Mazak Computer Numerically Controlled (CNC) machine training; Unigraphics/CAD; and Machining I, II, and III.

External Rotations: Working in collaboration with its industry partners, Focus: HOPE has developed an external rotation program for CAT Candidates. 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 toward the eventual permanent hiring of Focus: HOPE Candidates after graduation if they so desire, and are afforded the use of young talent at lower average wages and benefits than full time permanent employees, during the external rotation period.

In Fiscal Year 2007, Candidates participated in 26 external rotations at 10 companies: Caterpillar, Cooper Standard, Ford Motor Company, General Motors Corporation, Honda Motor Company, KUKA, Motor City Electric Technologies, Inc., TACOM, Toyota, and U.S. Steel.

Placement: Focus: HOPE is strongly committed to assisting all of its graduates find gainful employment. Last year the bachelor degree CAT graduates earned starting salaries between \$50,000 and \$59,196 and had an average starting salary of \$55,000. According to fall 2007 salary survey data from the National Association of Colleges and Employers, the average starting salary for manufacturing engineers was \$54,585. Thus, the average CAT graduate is earning slightly more than his or her peers because of the 4+ years' worth of real world experience he or she receives while at Focus: HOPE, and they are finding employment at a rate just shy of 100%.

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 others 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.



RESEARCH AND DEVELOPMENT

Like other teaching hospitals, the CAT has been engaged in 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

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 and demonstrated at the Focus: HOPE facility in Detroit, Michigan. “Lessons learned” from this demonstration system would be incorporated into a future deployable repair cell for use by the U.S. Navy.

Focus: HOPE and its partners believe that this project has advanced manufacturing to the next step in its evolution. By combining and integrating several labor, equipment, cost, and time-intensive processes into a single automated manufacturing system, they have provided a tool for the revitalization of efficient and cost-effective manufacturing that will help the state and the nation compete successfully with the rest of the world and create new, lower-cost manufacturing opportunities in America.

FAST TRACK

Focus: HOPE’s competency-based pathway requires 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 have not demonstrated 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 to raise math skill levels to a minimum of 9th grade 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 student commitment, the Fast Track program is designed to raise reading skill levels by two grades within six weeks and math skill levels by two grades 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, a Professional Work Skills class is assigned to all students to endorse proficiency in the work place.

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 “4 A’s” of “Attendance, Academics, Attitude, and Appearance”. These elements prepare students for the expectations of a professional work environment. Students attend classes from 9:00 a.m. to 4:00 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, they have access to an array of counseling, testing, career preparation, financial, and other social services on Focus: HOPE’s drug-free campus.

For Fiscal Year 2007, enrollment in the Fast Track program was 331 students. To date, over 6,300 students have participated in Fast Track, and the highly-successful program has been imitated 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. Graduates may continue on to job training at Focus: HOPE or at another postsecondary educational institution, or move directly to employment.



THE MACHINIST TRAINING INSTITUTE

Since opening in 1981, the Machinist Training Institute (MTI) has graduated over 3000 advanced manufacturing/precision machining students, nearly all of them minorities and/or women. The MTI offers state-licensed courses in precision machining and metalworking. During the full-time 31-week basic course, students receive 1,108 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 2007, 215 students were enrolled in the MTI program, and the starting wage for MTI graduates averaged nearly \$12.00 per hour. New classes start every eight weeks. Focus: HOPE believes the Machinist Training Institute to be the country's largest such program and provides a considerable advantage to the Michigan manufacturing industry in supplying skilled workers.



The renovated 59,000 square foot shop floor at MTI is equipped with nearly 100 conventional and computer-controlled machine tools and three 24-station 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 Bridgeport mills and machining centers is included.

“While millions of jobs making everything from textiles to steel have moved to new powerhouses like China in recent years, precision manufacturing remains a crucial niche in the United States, one that is overworked and chronically understaffed. And, in a bad sign for the United States and its declining economic might, that shortage of skilled workers is likely to get worse as Baby Boomers retire -- with no younger generation of manufacturing workers to take the baton... Some 20 percent of small to medium-sized manufacturers -- those with up to 2,000 workers -- cited retaining or training employees as their No. 1 concern, according to a survey by the National Association of Manufacturers.”

“Help wanted” highlights skills drain in U.S.
Reuters, January 21, 2008

For students beginning the program in 2008, MTI has launched a new Machine Tool Technology 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.

MTI graduates may choose to take employment, continue their postsecondary education elsewhere with articulated college credits in hand, or if interested in further study, may be recommended by faculty for admission to the Pre-Engineering program. The 24-week, part-time (5½ hours/day, 560 contact hours) Pre-Engineering program provides students who aspire to enroll as Candidates in the Center for Advanced Technologies (CAT) with the very strong math foundation necessary in order to be successful in the undergraduate engineering programs. Students who successfully complete the MTI Vestibule, Basic Precision and Pre-Engineering coursework may receive as many as 14 credits toward their Lawrence Technological University associate degree.



THE INFORMATION TECHNOLOGIES CENTER

The Information Technologies Center (ITC) was established in 1999 to provide a broad range of industry-based certification training and currently offers programs in network, desktop and server administration. The extensive curriculum includes classroom and lab assignments in 26-53 week long programs. The ITC is providing 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 in the coming decade. IT professionals in these fields support physical infrastructure where support jobs are not easily sent off-shore. In Fiscal Year 2007, the ITC enrolled 323 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.

Accreditation – The ITC program is accredited with the Accrediting Council for Continuing Education & Training (ACCET) and renewed its ACCET accreditation for five years, through 2012, in December 2007. The ITC Personal Computing Technology, Network Administration and Desktop & Server Administration programs were approved by the Education Department for qualifying students to receive Pell Grants for Fiscal Year 2007. 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.

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. 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 Data Consulting Group (DCG) as business partner, has been formed to implement this new program. DCG, a Detroit-based, minority-owned IT company with 14 years experience, manages IMSE students in experiential and contract work.

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

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

The pilot class of eight students completed the IMSE Bridge program, which included instruction in mathematics, English, and an introduction to programming. All eight enrolled at Wayne State

University as part-time students for the Winter 2008 semester. The IMSE team places these students in part-time IT work with the Ford Motor Company, and many of these students are employing their ITC-learned skills in other jobs to support themselves and their families.

Incumbent Worker Training for Comcast – In a continuing partnership with Comcast, Focus: HOPE conducted computer literacy classes for Comcast employees in Fiscal Year 2007. Over 328 individuals received classes in Microsoft Office products, e.g., Word, Excel, PowerPoint, Access and Outlook.



EDS continues to hire ITC students for internships in their NOC [Network Operations Center] and for PC support. During 2007, EDS hired 16 ITC students for internships. Another ten students were placed in internships with the Internal Revenue Service (IRS) Data Center in Detroit.

The ITC is an authorized Prometric and Microsoft Office Specialist (MOS) testing site for its students, which has led to higher rates of program completion and certification achievement. In FY 2007, 60 students completed the PC Technology program, most of whom earned their MOS, Customer Service and A+ certifications. At the 2007 CompTIA national conference, the ITC received a “Best Practice” award for its success in

getting students certified. Students who continued to the Network Administration or Desktop & Server Administration programs earned additional certifications. In FY 2007 graduates of these programs were Network+ certified, Cisco Certified Network Associate [CCNA] certified, and/or Microsoft Certified Professional-XP [MCP] certified. Finally, Ford Motor Company’s IT department continues to support monthly mentor meetings and provides IT professionals for presentations, discussions, and tours of their IT-related facilities to expose Focus: HOPE students to real-world environments.

THE CENTER FOR CHILDREN

Begun 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 over 5,800 children. Enrollment in Fiscal Year 2007 was 188 children.

Within 45 days of 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 the 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 2007 many training and activities were geared to the parents, including participation in holiday activities, a six-week training called "One, Two, Three, Magic," 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.



Students at the CFC made blankets for children in Africa while learning about the continent's nations.

Credentials and Professional Development – In 2005, the CFC engaged in intensive Child Development Training processes to ensure that its staff members (teachers, assistant teachers, and aides) achieved their Child Development Associate (CDA), a nationally recognized credential awarded to individuals who have demonstrated competency through both experience and education in working with young children ages 0-5. The staff members each completed 120 hours of formal childcare education within a year. These credentials are required by the State of Michigan childcare licensing rules that came into effect in December 2006. In addition to providing this valuable training opportunity to CFC staff members, Focus: HOPE also opened its doors to nearly 120 members of the Detroit metropolitan childcare community to participate in the CDA education program in 2006. All 14 CFC staff members received their CDA, and many cross-trained in

both the subjects of infants and toddlers and preschool development. The CFC staff members are now working on their CDA renewals, engaging in 13 college credit hours per year, including First Aid, CPR, and child development education. Additionally, five CFC teachers are currently pursuing their bachelor's degrees and one teacher graduated from Marygrove College in 2007 with a Bachelor of Arts degree in Early Childhood Education.

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 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.



In March 2007, the CFC staff assisted with the planning of and volunteered with the Month of the Young Child Conference at Focus: HOPE in collaboration with the Child Care Coordinating Council of Wayne County. The one-day conference provided over 15 training options for childcare teachers, administrators and parents within the Detroit and Metropolitan Detroit areas, and was attended by approximately 400 participants. Seventeen CFC teachers attended the 2007 Conference, which was hosted by the Wayne County Community College District. The staff

also received valuable training hours that were applied to their State of Michigan child care licensing requirement of 13 hours per year.

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 2007, 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 30 children (ages 6-12) participated in the before/after school “latchkey” program and 70 children were served during the 10-week summer camp.

The CFC’s latchkey program currently transports 30 children between Focus: HOPE’s campus and six neighboring elementary schools using a bus that was recently acquired through a private foundation grant. Parents may drop their children off at the CFC as early as 5:30 a.m. daily and 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.

During summer session, latchkey enrollment reached about 70 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.



Focus: HOPE Co-Founder Eleanor Josaitis and students at the CFC sharing a snack.

Having completed its fifth 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 2008. Additionally, a foundation grant has been structured to fund the purchase of nationally standardized supplemental



The Focus: HOPE Job Fair links enthusiastic students and graduates with employers and opportunities.

educational software that will ultimately lead to the CFC being able to provide more sophisticated tutoring assistance to increase and improve student academic success. Using similar private philanthropic funding, the CFC is currently developing a tutoring program for 6-12 year-old students. In conclusion, the CFC is a top-rate childcare and educational facility that uses a holistic, whole-family, support-centered approach to childhood development.

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 other critical resources.

Student Loan Fund: With the exception of the CAT associate and bachelor degree programs, each Focus: HOPE training and education program has an associated tuition. Because the vast majority of Focus: HOPE students are low-income individuals, they do not have the ability to pay for their own education; therefore, the Student Loan Fund was established to assist them with financing. Capitalized with approximately \$11.8 million of private sector contributions, the Loan Fund Program enables students to obtain quality education that will result in a career, not just a job. Once a student enters a training program, s/he

signs an agreement to repay tuition costs upon graduation and job placement.

In Fiscal Year 2007, approximately \$1.73 million in tuition was loaned to students in Focus: HOPE training and education programs. The Loan Fund has enabled thousands of students to participate in Focus: HOPE's technology and manufacturing training programs, moving into jobs with minimum starting salaries ranging from \$10 to \$15 per hour.

Scholarship Program: Since 2006, Focus: HOPE has had a Scholarship Committee to provide 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 346 awards to students totaling over \$604,000 in Fiscal Year 2007. 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, the first two courses of the ITC program and 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 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.



A Candidate leads a group of prospective students on a tour of the MTI during an Open House.

Recruitment and Marketing Activities: Focus: HOPE held three recruiting Open Houses in 2007 (in October, June, and September) which contributed to the organization exceeding its overall enrollment target by 37%. 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. Additionally, radio personalities appeared and promoted the event on their radio station. Direct mail advertising was also added to the mix of marketing activities. 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 so forth. 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. 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 2007 Focus: HOPE hosted its third 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 22 companies (please see Appendix E for Job Fair materials, including a list of companies).



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 and nonprofit communities continue 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.

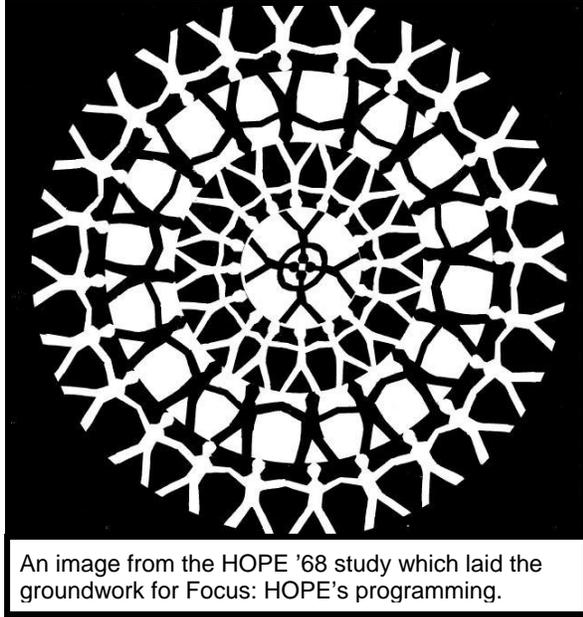
On another front, Focus: HOPE has deeply engaged its government partners – federal, state, and local – to leverage public resources in support of the individuals to whom Focus: HOPE is offering a foothold on the ladder of economic success. Focus: HOPE is utilizing its vast experience to provide critical and timely information to public policymakers on issues ranging from workforce development to hunger. These efforts include active participation in city, regional, state and national policy recommending entities, such as the State's Council on Labor and Economic Growth, which provides advice and counsel to the Michigan Department of Labor and Economic Growth; the National Commodity Supplemental Food Program Association (NCSFPA), for which our food program manager, Frank Kubik served as President in 2007; and The Workforce Alliance, a national workforce development advocacy organization.

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 hunger, workforce development, and educational programming. As Focus: HOPE embarks on its next forty years, plans are well underway to expand the training and education offerings and increase awareness and enrollment in them.

Important partnerships with industry, government and foundations are being strengthened in order to continue attracting and leveraging the critical 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 critical community and industry resource dedicated to building a community of freedom, harmony, trust, and affection.



CONCLUSION

Despite the challenges of our state and national environment, Focus: HOPE has accomplished its objectives for Fiscal Year 2007. As with most organizations, corporate and non-profit, Focus: HOPE must remain agile and responsive to changing conditions. While weathering current economic conditions, 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 may be people looking for work, single parents who lack skills or face barriers to employment, minorities or women underrepresented in critical professional occupations, or 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 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 supportive 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 is 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 2007 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 \$380,200 (equal to less than 6.5% 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	\$3,624,000
Information Technologies Center	\$517,100
Machinist Training Institute	\$1,394,000
Fast Track	<u>\$325,100</u>
Total	\$5,860,200

The number of students served by each program for FY 2007 (October 1, 2006 to September 30, 2007) was:

Program	FY 2007 Enrollment
Center for Advanced Technologies	118
Information Technologies Center	323
Machinist Training Institute	215
Fast Track	331

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)	\$32,450
Fast Track, Machinist Training Institute (MTI), and Information Technologies Center (ITC)	\$42,750

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 \$42,750 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 2007 enrollment for each program (CAT – 118, Fast Track – 331, Information Technologies Center – 323, and Machinist Training Institute – 215).

Center for Advanced Technologies bachelor degree graduates were placed at an average starting salary of \$55,000 in Fiscal Year 2007. 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 \$12.00 per hour in Fiscal Year 2007. 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 2007 funding as follows:

<u>Service Arrangement</u>	<u>Allocation</u>
Contractual Services	\$300,000
Communication Services	\$150,000
University Services	\$999,000

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.

Focus: HOPE provides the support services for the information technologies/computer infrastructure throughout the campus. The EDS Corporation 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 2007
October 1, 2006 through September 30, 2007

Focus: HOPE
1355 Oakman Blvd.
Detroit, MI 48238

CURRENT BUDGET	<u>WIA</u>	<u>GF/GP</u>	<u>TOTAL</u>
Total Cost	<u>\$ 5,000,000</u>	<u>\$ 860,200</u>	<u>\$ 5,860,200</u>
Salaries and Wages			
Traning and Education	1,100,000		1,100,000
Student Services	-	250,000	250,000
Candidates	1,396,000		1,396,000
Fringe Benefits	<u>499,200</u>	<u>50,000</u>	<u>549,200</u>
Total Training & Education Salaries/Wages	<u>2,995,200</u>	<u>300,000</u>	<u>3,295,200</u>
Equipment and Supplies			
Equip Maintenance & Repair	118,500	45,000	163,500
Books and Supplies	<u>100,000</u>	<u>-</u>	<u>100,000</u>
Total Equipment and Supplies	<u>218,500</u>	<u>45,000</u>	<u>263,500</u>
Services			
Contractual Services	275,000	25,000	300,000
Communication Services	150,000	-	150,000
University Services	<u>553,000</u>	<u>446,000</u>	<u>999,000</u>
Total Services	<u>978,000</u>	<u>471,000</u>	<u>1,449,000</u>
Facilities Costs	<u>472,300</u>	<u>-</u>	<u>472,300</u>
Allocated Overhead For Administrative Services	<u>336,000</u>	<u>44,200</u>	<u>380,200</u>
Total	<u><u>\$ 5,000,000</u></u>	<u><u>\$ 860,200</u></u>	<u><u>\$ 5,860,200</u></u>

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 108th 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 35th 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

BOARD OF DIRECTORS

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Robert Rossiter
Chairman and CEO
Lear Corporation



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Focus: HOPE Success Stories

Excerpts from Focus: HOPE Student Scholarship Essays

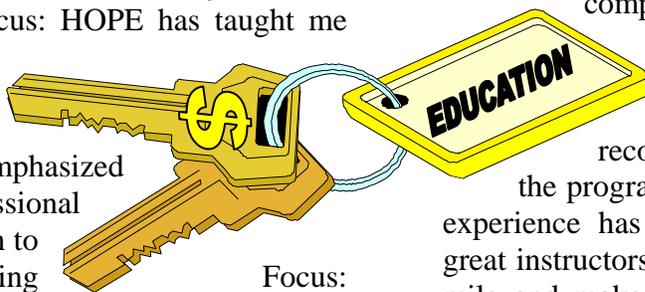


Ronnie Carson

“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,

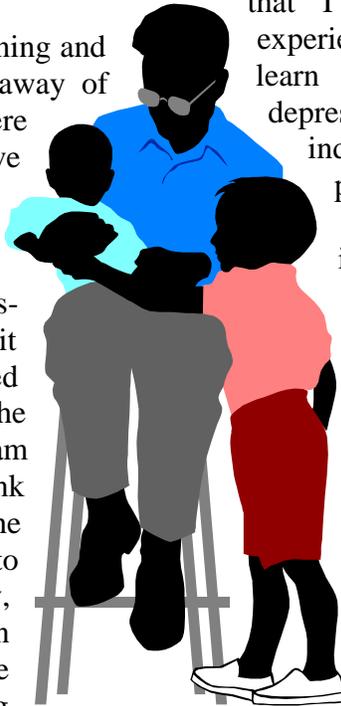
and networking, which by the way is very important in this industry. I've become more of a critical thinker even at home. I can't eat, sleep, or breathe without thinking of math. Instructors at Focus: HOPE Machinist Training have patience teaching the material ensuring that I understand what's going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



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

Get on the road to a **good career!**

First 100
attendees will get
\$1,000 scholarship
certificates!

Focus: HOPE
Education and Training

Open House

Wednesday, October 18, 2006

We can help you get into a great career in:

- Information Technology
- Machining/Advanced Manufacturing
- Manufacturing Engineering

Ask us about:

- **Financial aid and scholarships**
We can help you pay for your education.
- **Job placement assistance**
87% of our graduates are employed full time
in their field within 90 days of graduation.
- **Student support services**
We go the extra mile to help you complete your studies.
- **On-campus day care**
Your children can be having fun—
and learning while you are learning!

Call 313.494.4300

www.focushope.edu

Open House

Wednesday, Oct. 18, 2006

12 noon to 6 pm

1200 Oakman Boulevard, Detroit
(in the Machinist Training Institute)



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Focus on your future.**

FOCUS: HOPE

Focus on a career. Focus on your future.

OPEN HOUSE

June 20th, 2007 | 11am-6pm | \$1,000 scholarships AWARDED every hour on the hour

FOCUS on a
GREAT CAREER in:

- Information Technology
- Manufacturing Engineering
- Machining/Advanced Manufacturing

ASK US ABOUT:

- **Financial aid & scholarships ***
We can help you pay for your education.
- **Job placement assistance**
Our grads GET JOBS!
- **Student support services**
We go the extra mile to help you complete your studies.
- **On-campus day care**
Your children can be having fun and learning while you are learning!

classes starting soon | stop by or call now for program details

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(in the Machinist Training Institute)

Call 313.494.4300
www.focushope.edu

*Available for those that qualify



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Attend the
Open House and
your first class is
TUITION FREE!

Focus: HOPE
Education and Training

Open House

Wednesday, September 26, 2007

We can help you get into a great career in:

- Information Technology
- Machining/Advanced Manufacturing
- Manufacturing Engineering

Ask us about:

- **Financial aid and scholarships**
Available for those that qualify.
- **Job placement assistance**
Our graduates get jobs.
- **Student support services**
We go the extra mile to help you complete your studies.
- **On-campus day care**
Your children can be having fun—
and learning while you are learning!

Call 313.494.4300

www.focushope.edu

Open House

Wednesday, Sept. 26, 2007

12 noon to 6 pm

1200 Oakman Boulevard, Detroit
(in the Machinist Training Institute)



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Focus on your future.**



Focus: HOPE
Celebrating Diversity Since 1968

Focus on Your Future!

Are you prepared for the Focus: HOPE Job Fair?

Focus: HOPE Job Fair
Monday, October 15, 2007
12 noon to 5 p.m.

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

Monday, October 15, 2007

12 noon to 5 p.m.

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

Companies registered for Focus: HOPE Job Fair:

AT&T • Detroit, MI • [att.jobs](#)

Positions: *Premises Technicians—Full-time positions*

Circuit City • Westland, MI • [circuitcity.com](#)

Positions: *Seasonal—Part-time positions*

Climax Portable Machine Tools, Inc • Newberg, OR
[cpmt.com](#)

Positions: *CNC Machinists, Assembly, Engineering (Design),
Full-time positions*

Comcast Cable • Ypsilanti, MI • [comcast.com/careers](#)

Positions: *Customer Service Manager, Tech Support,
Comm. Tech 2—Full-time positions*

Cooper Standard Automotive • Novi, MI •
[cooperstandard.com](#)

Positions: *Program Engineers—Full-time positions*

Chase Bank • Troy, MI • [Careers.jpmorganchase.com](#)

Positions: *Tellers—Full-time positions*

Comerica Bank • Detroit, MI • [comericajobs.com](#)

Positions: *Customer Service Representatives—Full-time positions*

DTE Energy • Detroit, MI • [dteenergy.com/careers](#)

Positions: *Entry level trainees—Full-time positions*

Ford Motor Company • Dearborn, MI

[ford.com/about-ford/careers](#)

Positions: *Manufacturing—Full-time positions and Internships*

General Motors • Pontiac, MI • [gm.com/careers](#)

Positions: *Mechanical Engineering, Electrical Engineering
and Internships—Summer Internships*

Global Engine Manufacturing Alliance • Dundee, MI
[gemaengine.com](#)

Positions: *Team Members and Technical Support Specialists—
Full-time positions*

Greektown Casino • Detroit, MI • [greektowncasino.com](#)

Positions: *Various; Customer Service, future hotel operations, etc.—
Full- and part-time positions*

Honda Manufacturing of Alabama, LLC • Lincoln, AL
[hondaalabama.com](#)

Positions: *Engineering ME, IE, EE and Equipment Service
Associate—Full-time positions*

Mill Steel Company • Grand Rapids, MI • [millsteel.com](#)

Positions: *All Manufacturing positions—Full-time positions*

Sync Technologies, Inc. • Detroit, MI • [synctech.com/careers](#)

Positions: *General IT positions—Full- and part-time positions*

Sysco Food Service of Detroit • Canton, MI • [sysco.com](#)

Positions: *Warehouse and Customer service—Full-time positions*

U. S. Air Force Recruiting • Detroit, MI • [airforce.com](#)

Positions: *Various—Full-time positions*

U. S. Navy • Detroit, MI • [navy.com](#)

Positions: *Engineers—Full-time positions*

U.S. Steel • Ecorse, MI • [ussteel.com/corp/people.careers](#)

Positions: *Electrical, Labor and Utility—Full-time positions*



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Detroit, MI 48238
www.focushope.edu

Job Fair Planning Team

Linda Tinsley

Chairperson, Business Manager, Focus: HOPE Student Services

Linda Hanks

Manager, Information Technologies Center

Athena Miller

Manager, Focus: HOPE Admissions

Theresa Johnson-Darby

Placement Coordinator, Focus: HOPE

Kathy Moran

Manager, Focus: HOPE Communications

Leonard Darden

Special Assistant to MTI Manager

Kim Richards

Placement Relations Supervisor

Erica Larkins

Manager, Fast Track

Donna Roland

Manager, Focus: HOPE Conference Center

John Lewis

Placement Coordinator, Focus: HOPE

Joanna Woods

Manager, Center for Advanced Technologies

Brian Meriweather

Manager, Machinist Training Institute

Employers

American Axle
AT & T

Comerica Bank
DTE Energy

Mill Steel Company
Sync Technologies

Circuit City
Climax Portable
Machine Tools

Ford Motor Company
General Motors Corporation
Global Engine
Manufacturing Alliance

Sysco Food Services of
Detroit

Comcast
Coopers Standard
Automotive
Chase Bank

U.S. Air Force
U.S. Navy
U.S. Steel

Greektown Casino
Honda Manufacturing of
Alabama

Service Providers

Career Builder

Smart Bus Service



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Celebrating Diversity Since 1968

Focus on Your Future!

Welcome to the Focus: HOPE Job Fair



Focus: HOPE Job Fair

Monday, October 15, 2007

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

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

11:00 a.m. Employer check in and display set up

11:30 a.m. Lunch

- **Welcome—**
Eleanor Josaitis, Co-founder
- **Information about our education programs—**
Julian Pate, Director of Education
- **Thank you—**
Tim Duperron, Interim CEO

12 noon to 5:00 p.m. Job Fair

Drawings will occur every half hour from 12:30 p.m. to 5 p.m. for student prizes





Focus: HOPE

Celebrating Diversity Since 1968



Professional Development Pre-Job Fair Workshops

Competition for good positions is tough-Be prepared!

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

Focus: HOPE Machinist Training Institute (MTI)
1200 Oakman Boulevard Detroit, Michigan

Professional Development Appendix E

Pre-Job Fair Workshops

Competition for good positions is tough –Be Prepared

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

Focus: HOPE Machinist Training Institute (MTI)
1200 Oakman Boulevard Detroit, Michigan

Resume Preparation

Presenters: Arnita Wilson & Beverly Crocker

Federal Mogul

Tuesday, August 23rd • 10:00 – 11:30am

CAT Bridge (Candidates)

Expunging Criminal Records

Presenter: Judge Wade Harper McCree

Third Judicial Circuit of Michigan

Tuesday, September 11th • 1:30 – 2:30pm

CAT West Conference Room (All Students)

Dress For Success

Presenters: Alison Vaughn, Executive Director

Jackets For Jobs

Thursday, September 13th • 10:00 – 12:00

RC- Multi Purpose Room (All Students)

Networking – Joining Professional Organizations

Presenters: Ron N. Smith, Education Manager

The Engineering Society of Detroit

Tuesday, September 18th • 10:00 – 11:30am

CAT Bridge (Candidates)

Interviewing Skills

Presenters: Michael Wright, Recruiting Manager

Ford Motor Company

Thursday, September 20th • 10:00 – 12:00

CAT Bridge (Candidates)

Contact Linda Tinsley via email:

tinslel@focushope.edu or call

494.4560 to register for workshops

Networking At A Job Fair

Presenter: Todd Hohausler, Vice President

Harvey Hohausler & Associates

Tuesday, September 25th • 10:00 – 11:30am

CAT West Conference Room (All Students)

Management & Supervision

Presenter: Marcus Clarke

Focus: HOPE Liaison for Ford Motor Company

Wednesday, October 3rd • 10:00 – 11:30am

CAT Bridge (Candidates)

Drug Testing

Presenter: Vern Jones

Concentra Medical Center

October 2nd • 10:30 – 12:00

CAT Conference Center (All Students)

Resume Preparation

Presenter: Ann Bennett & Ellen Sanocki

Global Engine Manufacturing Alliance

Thursday, October 4th • 10:15 – 11:30am

CAT West Conference Room (MTI Students)

Interview Skills

Presenter: Jessica Whittaker & Rhonda Heath

Global Engine Manufacturing Alliance

Friday, October 5th • 10:15 – 11:30am

CAT West Conference Room (MTI Students)

Resume Preparation/ Interview Skills

Presenters: David Williams

Comcast

October 9th • 12:30 – 2:00

CAT Bridge (ITC Students)

FEDERAL MOGUL

Federal-Mogul
Driving excellence.



Pre-Job Fair Resume Writing Workshop



THURSDAY, AUGUST 23, 2007
10 A.M. - 12:30 P.M.

Federal Mogul Human Resources Division

CAT Building
3rd Floor, Bridge
1400 Oakman Blvd.
Detroit, MI 48238

Register By Email: tinslel@focushope.edu

DRESS FOR SUCCESS

Thursday, September 13th
10 A.M. - 12 P.M.

Presented By Jackets For Jobs....
Alison Vaughn, Executive Director




Human Resource Center
Multi Purpose Room
1355 Oakman Blvd.
Detroit, MI 48238

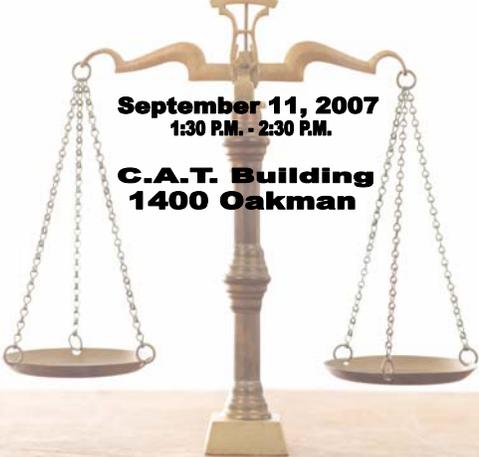
MICHIGAN WORKS!

Register By Email: tinslel@focushope.edu

EXPUNGING CRIMINAL RECORDS

A Pre-Job Fair Workshop Presented By ...

Judge Wade Harper McCree



September 11, 2007
1:30 P.M. - 2:30 P.M.

C.A.T. Building
1400 Oakman

To Register, Please Contact: tinslel@focushope.edu

NETWORKING NETWORKING

Joining Professional Organizations

Tuesday, September 18th
10:00 - 11:30 A.M.

Presented By

Ron N. Smith, The Engineering Society of Detroit



CAT Building
3rd Floor, Bridge
1400 Oakman Blvd.
Detroit, MI 48238




Register By Email: tinslel@focushope.edu

INTERVIEWING SKILLS

Thursday, September 20th
10:00 - 12:00 P.M.

Presented By
Michael Wright, Ford Motor Company 



 CAT Building
3rd Floor, Bridge
1400 Oakman Blvd.
Detroit, MI 48238

Register By Email: tinslel@focushope.edu

MANAGEMENT & SUPERVISION



Presented By
Marcus Clarke,
Focus: HOPE Liaison For Ford Motor Company

THURSDAY, AUGUST 23, 2007
10 A.M - 12:30 P.M.

 CAT Building
3rd Floor, Bridge
1400 Oakman Blvd.
Detroit, MI 48238

Register By Email: tinslel@focushope.edu

NETWORKING AT A JOB FAIR

Presented By
Todd Hohausler, Harvey Hohausler & Associates

Tuesday, September 25th
10:00 - 11:30 A.M.



CAT Building
3rd Floor West
1400 Oakman Blvd.
Detroit, MI 48238



Register By Email: tinslel@focushope.edu

DRUG TESTING

October 2, 2007
10 A.M - 12:30 P.M.



Presented By
Concentra Medical Center 
CAT Conference Center



Register By Email: tinslel@focushope.edu

RESUME PREPARATION

THURSDAY, OCTOBER 4TH

10:00 - 11:30AM

**GLOBAL ENGINE**
MANUFACTURING ALLIANCE

Presented By

Ann Bennett & Ellen Sanocki,
Global Engine Manufacturing



**CAT Building
3rd Floor West
1400 Oakman Blvd.
Detroit, MI 48238**

Register By Email: tinslel@focushope.edu

**RESUME PREPARATION
& INTERVIEW SKILLS**

Friday, October 9th

12:30 -2:00am

Presented By

David Williams, Comcast Cable





**CAT Building
3rd Floor, Bridge
1400 Oakman Blvd.
Detroit, MI 48238**



Register By Email: tinslel@focushope.edu



INTERVIEW SKILLS

Friday, October 5th

10:00 -11:30am

**GLOBAL ENGINE**
MANUFACTURING ALLIANCE

Presented By

Jessica Whittaker & Rhonda Heath
Global Engine Manufacturing

**CAT Building
3rd Floor West
1400 Oakman Blvd.
Detroit, MI 48238**



Register By Email: tinslel@focushope.edu

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

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

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Hercules Tool & Die	Pitney Bowes
Hewlett-Packard Company	Pizza Hut
Honda	Plastipak
IBEW Electricians Local 58	Process Control & Instrumentation
IKON Office Solutions	Product Action
IMCO Carbide Tool	Productivity Improvement Center
Information Systems Resources	Professional Design Technologies
Ingersoll	Progressive Die Solutions
International Hardcoat, Inc.	Progressive Stamping
JSP International	PTI Assembly & Machining
Kelly IT Services	PTI Manufacturing & Technology
Kelly Services	QC Select
Keys & Co.	Quicken Loans
K-Mart Corporation	Ramzey Broadband Services
Kopyy Corps, Inc.	RCO Technologies
LaFarge North America	REB Tool
Lear Corporation	Records Deposition Services
Learning Consultants, Inc.	Richard Bennett & Associates
Lebow Products	Ronart
LeCommunications, Inc.	Rouge Steel
Legend Motorcycles, Inc.	Royal Oak Boring
Level 3 Communications	Sanders Consulting – IT Services
Libralter Plastics, Inc.	Sentech Staffing
Major Tool & Die	Severstal North America
Manpower Professional	Sierra Systems
Mark IV Automotive	Skyway Precision, Inc.
Media One	Solar Stamping & Manufacturing
Metal Dyne	Sorting Solutions
MI Specialty Tube	Sprint / Nextel
Michigan Internet Communications Assoc.	Staff Solutions
Micro Center	Staffing Connection
Micro Gauge	Staffing Select
Millennium Manufacturing	Staffpro, Inc.
Millwrights Union Local #1102	Strategic Staffing/City of Detroit
Modis IT Staffing	SVM Development
Motex Services	TBL Professional Services
Motor City Electric Technologies	TDS Automotive
National Tech Team, Inc.	TDS Logistics
NLB Corporation	Tech Systems
Northstar Manufacturing	Tech Team Global
Omega Plastics	Tech Team Global/Ford
Onsite Commercial Staffing	Tek Systems
Panther Crankshaft	Telecore
Paramount Boring	The Budd Company
Parser	The Oakwood Group
Personnel Unlimited	The PIC Group

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

The Web Group	
Toyota Manufacturing North America	
Toys -R' - Us	
Trauchan Tool Machine	
TRIALON	
TRIALON/Goertz+Schiele Corporation	
U.S. Manufacturing	
U.S. Steel	
Ultimate Staffing	
United Machining	
United States Postal Service	
Universal Bearing Co.	
University of Michigan – Ann Arbor	
Vatalsi	
Vehicle Logistics Solutions	
VIA-Information Tools	
Virtual Communications, LLC	
Visteon	
Vitullo & Associates	
Voda	
Volt Services Group	
Volt Staffing Services	
Volt Technical Services	
VQQ (Vani Quality Quest)	
W. F. Whelan	
Warren Industries	
Wayne State University	
West Win Ltd.	
West Win Ltd.	
White Castle Systems, Inc.	
Witzenmann USA	
Z.F. Lemforder	



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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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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.”



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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	Preliminary Audit 2007
Federal Grants	42%	31%	7%	5%	3%	9%	19%	19%	17%	19%	22%	23%
State and Local	9%	19%	20%	16%	30%	15%	9%	5%	4%	4%	5%	4%
Contributions	20%	20%	32%	38%	24%	30%	28%	29%	29%	30%	30%	43%
Manufacturing	14%	16%	26%	25%	29%	32%	23%	25%	22%	16%	2%	0%
R & D	0%	0%	0%	0%	0%	0%	4%	4%	5%	7%	8%	4%
Tuition	2%	2%	4%	5%	5%	7%	8%	7%	8%	7%	6%	5%
Food Program	8%	7%	7%	5%	4%	5%	5%	6%	6%	7%	9%	10%
Other	6%	4%	4%	7%	4%	3%	2%	4%	10%	10%	18%	11%
Total	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 \$ 24,615,525

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

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 Hon. Bob Traxler
 Hon. Howard Wolpe
 House Appropriations Committee
 House Armed Services Committee

Governors

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 Hon. John Engler
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 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
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