



H.I.S. BridgeBuilders

Education & Employment Training Prospectus

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overview

DESCRIPTION: H.I.S. (Hope In Salvation) BridgeBuilders' Education and Employment Training Program (HISBB Training) provides education and career-building training for low-income adults in South and West Dallas. The employment training focuses on specialized industries, enhancing the participants' potential for long-term employment. HISBB Training uses innovative business practices and Biblical principles, as well as collaborative partnerships, to invest in the lives of its participants. By assisting participants in gaining meaningful and long-term employment, HISBB Training helps break the cycle of poverty and crime, thereby creating a stronger and healthier Dallas.

INVESTMENT OPPORTUNITY: HISBB Training is seeking \$1.2 million over two years to expand our career-building employment training opportunities and employment services to 300 low-income adults helping them break free from the cycle of poverty and crime.

NEED FOR CHANGE

South and West Dallas are falling far behind the rest of Dallas in education, employment, and income, leading to a dangerous gap between these areas and the rest of Dallas.

- **Less Education:** Less than 5% of South & West Dallas adults have a college degree, compared to more than 55% in North Dallas.
- **Less Income:** Approximately 70% of South & West Dallas is below 200% of the Federal poverty level.
- **Less Employment:** Joblessness in South Dallas is 1.5 times higher than the City of Dallas.

In a study by the Center for American Progress, presented to the U.S. Congress found:

The cost of poverty to the United States was found to be nearly 4% of the GDP (Gross Domestic Product) or the equivalent of \$500 billion dollars a year.

OPPORTUNITY FOR SOCIAL IMPACT

HISBB Training invests in people in South and West Dallas through career-building employment training and placement services to transform the lives of poor individuals.

- HISBB Training currently has an 80% hire rate in graduates who complete the entire program and employment process.
- HISBB Training partners with El Centro Community College to provide Continuing Education Units for our employment training and participants are considered community college students during the training.
- HISBB Training partners with Dallas Independent School District to provide free GED classes, which is one of only two DISD supported GED classes in South Dallas.
- H.I.S. BridgeBuilders Executive Team brings a wealth of business expertise to the HISBB Training program. This volunteer team is part of the staff, whose donated time is valued to over \$1 million a year.

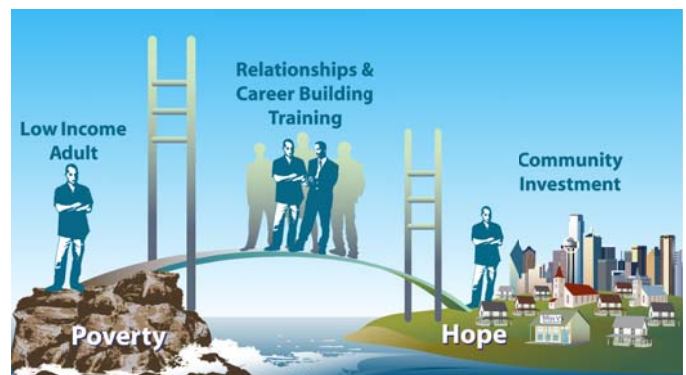
SOCIAL INNOVATION IN ACTION – THE H.I.S. BRIDGEBUILDERS TRAINING MODEL

HISBB Training seeks to break the cycle of poverty and crime in South and West Dallas through:

1. INVESTED RELATIONSHIPS: Each low-income adult in HISBB Training is assigned a mentor to “walk” with them through training and into employment. Instructors and other staff also build relationships and make investments in the participants' lives.

2. CAREER-BUILDING TRAINING: HISBB Training offers employment training in high-demand fields, such as health services and manufacturing which typically pay more than minimum wage and offer an opportunity to rise above the poverty level. The goal is for HISBB graduates to continue their employment, so they are taught life skills, job readiness, and employability skills as part of all their training classes.

3. COMMUNITY INVESTMENT: HISBB Training believes in transforming the lives of its participants. To do this, they invest in the communities where the low-income participants reside. HISBB Training has focused their efforts on South and West Dallas areas to have a greater impact. HISBB Training helps graduates gain home ownership through a partnership with Habitat for Humanity. HISBB Training also plants startup businesses that provide opportunities for hands-on experience in the training, provide some jobs for graduating participants, and increases economical development in the community. Having people invest in their life encourages them to invest in themselves.

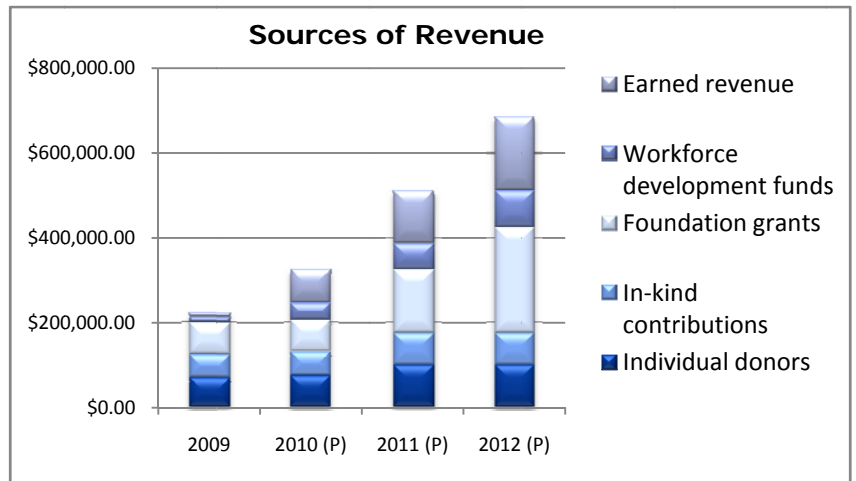


FINANCIAL SUSTAINABILITY

HISBB Training is looking to diversify its funding to include more opportunities for workforce development and foundation funding through the addition of a full time grant writer.

HISBB Training will increase earned revenue from startup businesses and as a training vendor to promote sustainability.

Over the next two years, HISBB Training is seeking an investment of \$1.2 million to expand employment training opportunities in high-demand fields to serve a total of 300 low-income adults. This is a growth of more than 50% since 2009.



GOALS AND PERFORMANCE MEASUREMENT

PROGRAM AND ORGANIZATIONAL HEALTH: Below is a summary of the key measures HISBB Training will be tracking to demonstrate progress, capture lessons learned, and make course corrections as needed.

	FY 2010 (P)	FY 2011 (P)	FY 2012 (P)
Program Performance			
Number of training classes	4	6	8
Number of participants enrolled	80	125	175
Number of graduates employed in startup businesses	6	12	24
# H.I.S. BridgeBuilders startup businesses	3	5	7
Organizational Health/Capacity-Building			
Dollars from government grants	\$40,000	\$62,500	\$87,500
Dollars from earned revenue	\$80,000	\$125,000	\$175,000
Total Program Revenue	\$326,000	\$512,500	\$687,500

SOCIAL IMPACT: HISBB Training tracks changes to the lives of graduates as well as the economic viability of South and West Dallas as a whole.

IMPACT Indicators	2010 (P)	2011 (P)	2012 (P)
% of participants still employed 12 months after graduation	50%	65%	80%
# of graduates who own a home	4	8	15
# H.I.S. BridgeBuilders micro-businesses	3	5	7

invest

Ways to Invest: Financial

- \$50,000 Salary and benefits for full time grant writer
- \$25,000 Startup cost for small business to provide hands-on training experience and earned revenue
- \$ 4,000 Employment training and job placement costs for one low-income adult

Ways to Invest: In Kind

- Access to potential employers in manufacturing, optical, construction, and culinary fields for job placement and job referrals
- Equipment & materials for construction/weatherization, culinary, and dental clinic/lab businesses