



HUMAN WORKS
FOUNDATION

**Empowering Lives.
Creating Pathways.**



2024 IMPACT REPORT

To empower individuals facing employment challenges through job readiness, career pathways, and holistic support, focusing on veterans, reentry populations, youth, and women.

www.human-works.org



Who We Are



Human Works Foundation uplifts individuals facing significant barriers to employment by addressing the gaps with a holistic approach to job readiness and career opportunities for vulnerable populations that include the mental and physical health needs of the participants.

From its inception, the foundation focused on creating pathways to success for veterans, reentry populations, youth, and women, who often lack access to resources, training, and support for sustainable careers.

OC CAP Alliance

Orange County Veterans & Military Families Collaborative



Orange County Veterans & Military Families Collaborative

CONVENED BY **UCI**



SERVICE SNAPSHOT

HUMAN WORKS FOUNDATION PROVIDED SERVICES TO

617

individuals through tailored programs, personalized support, professional training, spotlight service and meaningful community engagement.

DIRECT SERVICE

294 students participated in the Human Works Foundation's Customer Service and Sales Training program

152 successfully passed the NRF Customer Service and Sales Training Examination and are now certified as NRF Customer Service and Sales Specialists



52.24%

of those who attended successfully passed the exam and earned the nationally recognized NRF Customer Service and Sales Training Specialist Credential.

We directly assisted **6 individuals** and **52 organizations** through the Spotlight Program.

In collaboration with Executive Veterans Solutions and SkillsUp Program, **17 individuals** attended our HWF Building Your Future Workshop, where they learned about the skilled trades, finding the right fit, obtaining certifications, overcoming barriers, and navigating the application and interview process.

In collaboration with Orange County Veterans and Military Families Collaborative, we proudly hosted the Housing Our Heroes event, where we connected **68 veterans** to vital resources, housing assistance and other services.

We supported **32 veterans + 8 military-connected individuals** through the Job Challenge Hiring Event, designed to assist veterans who are unemployed or underemployed.

In support of Veteran Strong USA, we helped **35 veterans** register for the Ride to End Veteran Suicide event with **65 veterans and military families** attending both the ride and after-party, celebrating the success of the ride and fostering connections among veterans.

Through our collaboration with Strong Families Strong Children and the North County Vet Center, we helped **125 veterans** access food and family support during the Thanksgiving season.

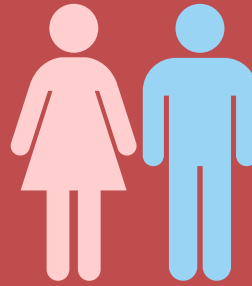
CLIENT IDENTITY

LOCATIONS

- 37.14% of clients reside in San Bernardino County
- 25.71% of clients reside in Los Angeles County
- 17.14% of clients reside in Orange County
- 14.29% of clients reside in Riverside County
- 2.86% of clients reside in San Diego
- 2.86% of clients reside in San Mateo

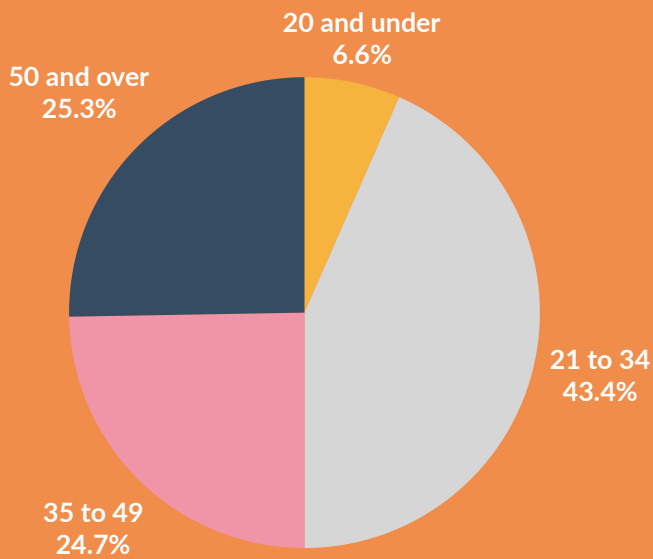


GENDER IDENTITY

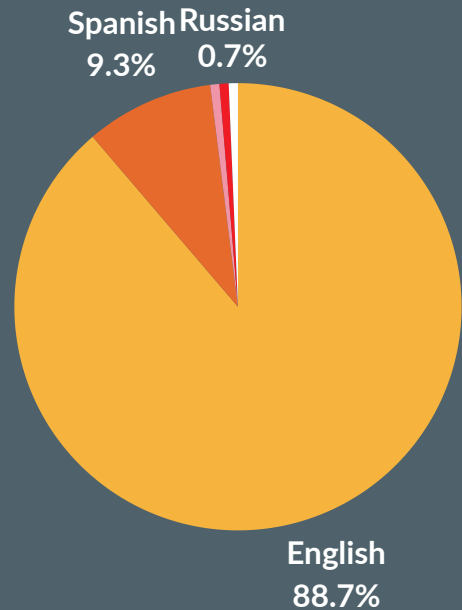


65.6% Male
34.4% Female

AGE



PRIMARY LANGUAGE



62% Have a Past Conviction



37% On Parole/Probation

49% Low Income



**Not all client data was collected.

51.97% Veterans

48% Unemployed

15% Live in Transitional Housing

4.19% Has Disability

PROGRAMS

RISEUP PRE-VOCATIONAL TRAINING

Human Works Foundation's RISEUP Training Program, in partnership with the NRF Foundation embarks on a transformative journey towards career success. RISEUP stands as a beacon of hope and opportunity, offering comprehensive training and credentialing to individuals reentering the workforce, empowering them with the essential skills to secure employment and thrive in various industries, including retail and beyond. Throughout 2024, a total of 291 students participated in the Human Works Foundation's Customer Service and Sales Training program. Of those, 152 successfully passed the NRF Customer Service and Sales Training Examination and are now certified as NRF Customer Service and Sales Specialists, equipped with the skills to excel in the customer service and sales industries.

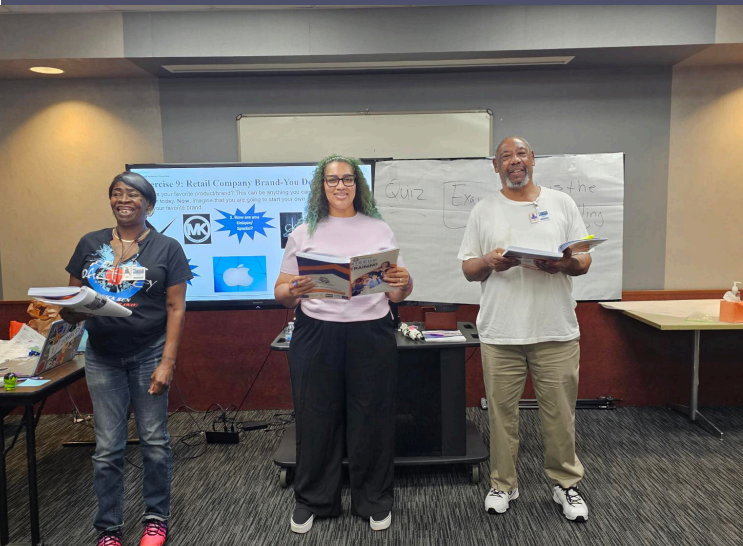


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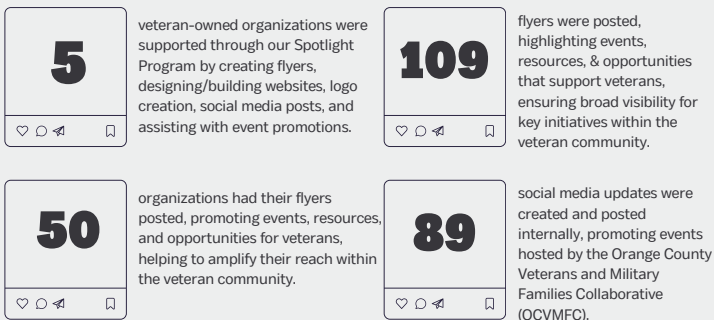
PROGRAMS

SPOTLIGHT PROGRAM

The Spotlight Program, launched in 2024 by the Human Works Foundation, provided personalized support to individuals and organizations, helping amplify their community impact. We created promotional materials for Sentri Institute, Veteran Strong USA, The Dawgs Project, and Eventus Partners LLC, and assisted with the launch of Mil2Vet's Scuttlebutt Live Podcast. We also updated branding for Tacos Zaragoza.

Orange County Veterans and Military Families Collaborative:

We worked with OCVMFC to provide customized support, including designing a logo, creating a website, and making promotional materials. These services helped the organization reach more veterans and military families, making it easier for them to connect and provide support to those who served.



OC CAP Alliance, OC CARES and PACT:

We supported OC CAP Alliance by creating content for announcements and posts for PACT and OC CARES meetings. Additionally, we shared and created content for flyers from reentry organizations and others on social media to promote community resources.

COMMUNITY ENGAGEMENT & SOCIAL MEDIA IMPACT

Throughout the year, we helped OC CAP Alliance continue their outreach by promoting community resources and keeping the public informed through our social media platforms:



Flyers Posted from different organizations

Amplifying the work of our partners and raising awareness of vital resources across a wide range of community needs, not limited to reentry.



MIL2VET'S SCUTTLEBUTT PODCAST

We collaborated with Mil2vet for the Scuttlebutt Live podcast, which airs on the 1st Wednesday of every month. Each episode features special guests, the latest veteran news, and vital resources for veterans. Our contribution included assisting with the podcast's branding, designing the Scuttlebutt logo, creating social media posts, and providing marketing support to help increase visibility and reach for the podcast's audience.



Live Podcasts

views on all platforms were garnered in total





OC CAP ALLIANCE

COLLABORATIVE EFFORTS TO REDUCE RECIDIVISM



SOUTH COAST DISTRICT PACT MEETINGS

This year, we deepened our collaboration with the South Coast District PACT (Parole and Community Team) Meetings, holding 11 impactful meetings throughout the year). Each meeting was an opportunity for growth, learning, and action.

We were honored to have 11 OC CAP ROI Lived Experience Speakers share their personal journeys, offering authentic and impactful narratives that continue to reduce recidivism in our community. These voices were catalysts for change, sparking meaningful conversations and understanding, and shifting mindsets toward reintegration and hope.



OC CARES COMMUNITY PARTNERSHIP MEETINGS

In 2024, Our OC CARES Community Partnership Meetings, in collaboration with the County of Orange, California (OCGov), played a crucial role in uniting community leaders, organizations, and advocates dedicated to building a stronger, more inclusive Orange County.

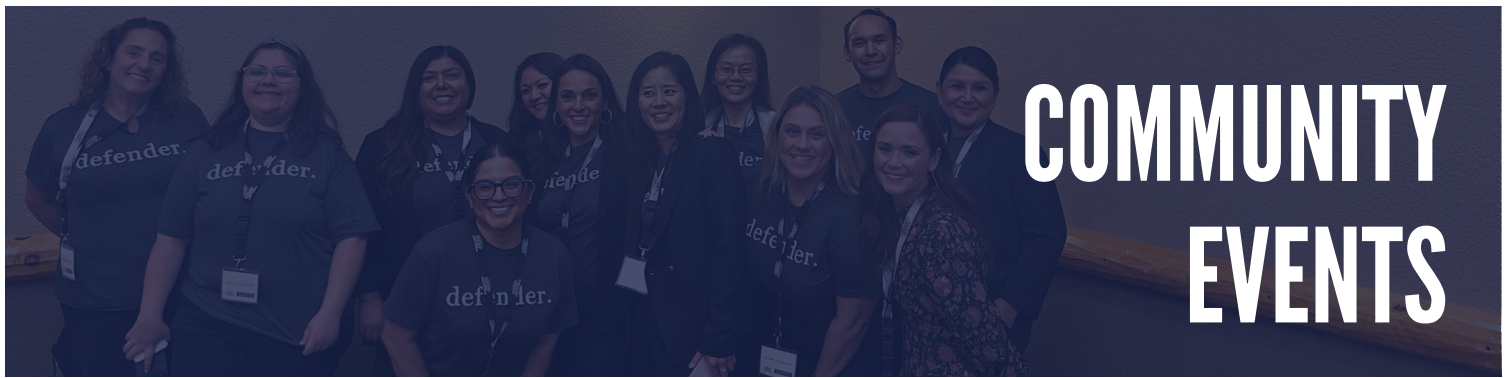
These bi-monthly meetings (except May) fostered meaningful discussions on critical topics affecting individuals with lived experience, culminating in strategies to support reentry and provide opportunities for those rebuilding their lives after incarceration.

KEY OC CARES MEETING TOPICS INCLUDED

- **JANUARY:** EMPLOYERS HIRING INDIVIDUALS WITH LIVED EXPERIENCE
- **MARCH:** VERDUGO FACILITY OPEN HOUSE
- **JULY:** MARIPOSA CENTER ECMT PROGRAM
- **SEPTEMBER:** UNITE US PLATFORM & COMMUNITY PARTNERSHIP SURVEY RESULTS
- **NOVEMBER:** HOUSING



These topics created platforms for community-driven solutions, empowering us to continuously adapt and respond to the needs of those we serve.



COMMUNITY EVENTS



MAY H.I.R.E. 3RD ANNUAL REENTRY RESOURCE FAIR

We participated in the H.I.R.E. 3rd Annual Reentry Resource Fair, an essential event that provided resources, networking opportunities, and critical support for individuals navigating the reentry process. It was a vibrant gathering where we connected with community partners, shared resources, and created pathways to success for people reintegrating into society.



APR JOURNEYING WITH HOPE: RESTORATIVE JUSTICE CONFERENCE

We attended the conference at the Diocese of San Diego Pastoral Center. This conference offered a profound exploration of restorative practices and their impact on victims and offenders. It fostered meaningful dialogue between decision-makers and those affected by the justice system, emphasizing justice, accountability, mercy, and rehabilitation.



APR ORANGE COUNTY JUVENILE HALL COLLEGE & CAREER FAIR

We were thrilled to attend and share the exciting work we do at Human Works/OC CAP Alliance. This was a fantastic opportunity to spread the word about our array of services and resources, connecting with young individuals and providing them with valuable information about pathways to success.



SEPT ORANGE COUNTY SHERIFF'S DEPARTMENT'S ANNUAL VOLUNTEER PICNIC

Celebrating collaboration and honoring the incredible volunteers who make a lasting impact on the lives of those touched by the justice system. We are grateful to join the Orange County Sheriff's Department's Annual Volunteer Picnic.



SEPT PROJECT KINSHIP'S 2024 OC PUBLIC SAFETY & RE-ENTRY: JUVENILE JUSTICE & INTERVENTION CONFERENCE

We were incredibly honored to be part of Project Kinship's 2024 OC Public Safety & Re-Entry: Juvenile Justice & Intervention Conference, where we had the opportunity to engage in critical conversations about juvenile justice and intervention strategies.



NOV SAMUELI ACADEMY'S FIRST DESIGN FUTURES: THE ART OF GIVING EVENT

We are grateful to have been a part of such an inspiring experience. It was a fantastic opportunity to connect with incredible nonprofit organizations across Orange County and share the inspiring work we do. We were especially excited to see Samueli Academy's talented young designers engage with us, learning about selflessness and the power of giving.



VETERAN COMMUNITY EVENTS



JUN HOUSING OUR HEROES

In 2024, in collaboration with OCVMFC, we were proud to host the Housing Our Heroes event, a key initiative aimed at providing veterans with the resources they need to secure stable housing and other critical services. Through this event, we aimed to empower and support veterans in overcoming housing challenges and accessing essential services, ensuring they have the opportunity to thrive in their communities.



OCT CALVET LEADERSHIP SUMMIT

We participated in the 2024 CalVet Leadership Summit, a vital gathering of leaders and advocates in veteran services. The summit focused on addressing critical priorities for veterans in California, envisioning future initiatives, and developing strategic solutions to enhance support networks. By collaborating with various stakeholders, this summit aimed to ensure that California's veterans remain the most connected, protected, and respected in the nation.



OCT JOB CHALLENGE EVENT

We supported 32 veterans and 8 military-connected individuals through the Job Challenge Hiring Event. This initiative was designed to assist veterans who are unemployed or underemployed, offering critical resources such as job search tools, networking opportunities, and career guidance. While employment outcomes are still being tracked, the event made a significant impact by empowering participants with the tools and support needed to advance their professional journeys.



OCT 2024 VETERAN HEALTH AND WELLNESS SUMMIT

We participated in the 2024 Veteran Health and Wellness Summit, contributing to the collective effort to advance veteran health. The event proved to be a great success, offering opportunities for attendees to earn CME and CE credits while engaging in essential discussions on lifestyle medicine, suicide prevention, and innovative therapies.



SERVICES OFFERED

Career Services

- Outreach, engagement, orientations, assessments, and personalized employment plans.
- Referrals and co-enrollments facilitated through community partnerships.

Training Programs

Offerings include customer service, sales, computer skills, financial literacy, job readiness, mental health, and wellness.

Business Support

Partnering with employers to build talent pipelines through:

- On-the-job training
- Work experience programs
- Job fairs
- Recruitment services

Spotlight Program

Providing personalized support to veterans, non-profits and individuals with services including professional branding, creation of promotional materials to enhance business visibility, storytelling collaborations, promotional material creation, and business development assistance.





OUR 2025 GOALS

1 Enhance Job Placement Outcomes



Goal: Increase job placement for our program graduates within six months of the programs completion.



Strategy: Strengthen employer partnerships, particularly in construction, skilled trades, and customer service industries, to provide direct hiring pipelines.

2 Integrate Mental Health & Wellness Support



Goal: Ensuring at least 75% of our participants receive access to counseling or peer support services.



Strategy: Partner with mental health organizations that offer workshops, one-on-one counseling, and crisis intervention training.

3 Launch New RISEUP Pre-Vocational Cohorts



Goal: Roll out two new additional RISEUP cohorts focused on vocational training within the construction, skilled trades and other high-demand careers.



Strategy: Develop a specialized curriculum in collaboration with industry leaders and secure funding for training and certifications.

4 Strengthen Financial Sustainability



Goal: Increase funding by 30% through diversified revenue streams, including grants, corporate sponsorships, and individual donations.



Strategy: Hire a Development Manager to focus on grant writing and donor relations, while enhancing marketing campaigns.

5 Transitional Housing



Goal: Launch a transitional housing program to support 15-20 individuals annually, providing stable housing for program participants transitioning to employment and self-sufficiency.



Strategy: Apply for grant and corporate funding to cover program costs, with a focus on scaling to accommodate 50+ individuals by 2027.





HUMAN WORKS
FOUNDATION

THANK YOU FOR YOUR CONTINUED SUPPORT AND COLLABORATION

As we reflect on the accomplishments of 2024, Human Works Foundation remains steadfast in its commitment to empowering individuals and communities through support, resources, and opportunities. We've witnessed the transformative impact of our programs—from helping veterans find stable housing and employment to providing essential training and mentorship for individuals on their journey to reentry.

Our partnerships with local organizations have been key in broadening our reach, and together, we've made meaningful strides toward creating a more inclusive and supportive environment for all. Looking ahead, we are energized and inspired by the resilience of those we serve, and we remain dedicated to continuing our mission to foster growth, opportunity, and success for every individual we work with.






HUMAN WORKS
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 Human Works Foundation

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To Donate:

